GMR Institute of Technology
An Autonomous Institute Affiliated to JNTUK, Kakinada

GMRIT
Training Tomorrow's Engineers Today

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Criterion VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT (100)

Key Indicator - 6.1 Institutional Vision and Leadership (10)

6.1.1. Q_IM: **The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the Institution**

Describe the vision and mission statement of the institution on the nature of governance, perspective plans and participation of the teachers in the decision making bodies of the institution within a maximum of 500 words.

Vision

"To be among the most preferred institutions for engineering and technological education in the country… An institution that will bring out the best from its students, faculty and staff – to learn, to achieve, to compete and to grow – among the very best… An institution where ethics, excellence and excitement will be the work religion, while research, innovation and impact, the work culture"

Mission

• To turnout disciplined and competent engineers with sound work and life ethics.
• To implement outcome based education in an IT-enabled environment.
• To encourage all-round rigor and instill a spirit of enquiry and critical thinking among students, faculty and staff.
• To develop teaching, research and consulting environment in collaboration with industry and other institutions.

Nature of Governance

To realize the vision and mission, the institution follows a system-driven and participatory mode of governance with all stakeholders participating actively in its administration at different levels with accountability. The apex body "Governing Body" with regular reviews ensures effective functioning of the key administrative leaders viz. Principal, Vice Principal and HoDs for the realization of the vision and mission.

Policy and Strategic Plan

The local management periodically interacts with all the stakeholders (viz. Students, Faculty, Alumni, Parents and Recruiters) and revisits the policies and strategies in a short and long term perspective based on the performance of the institution in the previous years for continuous improvement. Further, based on the gap analysis policies are revised and strategic plans are formulated in line with the mission of the institute. In case of change in policies or introduction of new policies, roadshows are organized with all concerned stakeholders to disseminate the changes/introduction of policies by the concerned authorities.

Change Management

To Promote out of the box thinking and to nurture the middle order leadership among the all the competitive faculty members administrative positions are taken on rotation basis. This gives an opportunity for all the career minded faculty members to become the prospective academic administrators. To bring in best practices in academics and research the faculty members are encouraged to participate in continuous leadership training and other networking programs.

Culture of Continuous Improvement

All the stakeholders shall believe in that excellence can be achieved with continuous improvement. With this philosophy all the academic, research and non-academic policies are made open for changes leading to the excellence. All the policies are   regularly visited and revised ensuring the continuous improvement in the performance of the institution leading to the excellence. Regular town hall meetings are conducted among the internal stakeholders once in a month collecting the opinion and feedback on the various SOPs. In the same lines, meetings are also conducted with external stake holders collecting the feedback on both curriculum and operations related parameters.

By taking into account all the suggestions from the stakeholders and in line with the modified process for the execution of academic, research and administrative operations, a specific action plan with proper timelines and accountability are being rolled out without compromising on the quality and in compliance with the mission of the institution.

Participative Governance

To inculcate the culture of participative governance, majority of the internal stakeholders are being involved as members in various governance committees related to various staff and student development activities for the holistic growth of the institution. The table 6.1 illustrates the mode of interaction promoting participative governance with various stakeholders.

Table 6.1 Participative Governance

No.	Stakeholders	Mode of Interaction
1	Students	a. Academic monitoring committee meeting b. Placement committee c. Feedback on teaching – learning process d. Web based feedback system

* Chemical Engineering (CHE), Civil Engineering (CE), Computer Science and Engineering (CSE), Electrical & Electronics Engineering (EEE), Electronics & Communication Engineering (ECE), Mechanical
  Engineering (ME) & Information Technology (IT)

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		e.	Governance of Clubs and Societies
		f.	Food Committee (Hostel)
		g.	Anti-Ragging Committee
2	Parents	a.	Anti-Ragging Committee
		b.	Parents – Mentor – Mentee (Counseling)
		c.	Parents – teachers meeting
		d.	Web based feedback system
3	Industry	a.	Board of Studies
		b.	Academic council
		c.	Governing council
		d.	Expert talk
		e.	One credit and Value added courses
		f.	Internship (summer and full semester)
		g.	Feedback on Curriculum
		h.	Faculty internship
4	Teachers	a.	IQAC
		b.	BoS
		c.	Academic council
		d.	Governing council
		e.	Finance committee
		f.	Library committee
		g.	Town hall forum
		h.	Research Board
		i.	Department Governance Committee
		j.	Mentor – Mentee (Counseling)
		k.	Academic monitoring committee
		l.	SWOC analysis and strategic planning

File Description

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a. Town hall meeting

b. HoDs meeting

c. Academic monitoring committee

d. Formulation of strategic plan

e. Library committee

f. Finance committee

g. Academic council

h. Governing council

i. Anti-ragging Committee

j. SAC meetings

k. Placement committee